

APPENDIX F
OPERATIONS AND MAINTENANCE REQUIREMENTS
TO IMPLEMENT THE HCWA LMP

Appendix F

Operations and Maintenance Requirements to Implement the HCWA LMP

Item No.	Element	Code	GOAL		Code	Task	Subtasks / Action Items	Management Type*	Schedule	Sr. Biology Super. (Wildlife)	Assoc. Biologist	Wildlife Biologist	Wildlife Habitat Super. I	Wildlife Habitat Assist.	Tractor Oper. Laborer	Fish & Wildlife Tech.	Fish & Wildlife Interpret I / II	Scientific/Seasonal Aid
			Subject	Statement														
1	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.1	Survey and Ongoing Monitoring. Conduct periodic surveys to maintain accurate records.	a) Conduct qualitative surveys annually to detect immediate threats to the habitats.	MO	Annual			8						8
2	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.1	Survey and Ongoing Monitoring. Conduct periodic surveys to maintain accurate records.	b) Conduct quantitative surveys every 3-5 years to document changes/trends, and allow for timely remediation. Assess the following characteristics: overall habitat structure/condition (i.e., under-story, mid-story, and upper-story), species diversity, and interconnection with neighboring habitats.	MO	3-5 years		2	24						24
3	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.2	Assess Threats/Benefits and Set Priorities	a) Map areas that are becoming damaged or degraded, e.g., adverse edge effects, fragmentation, or general habitat degradation. Assess the following indicators: new introduction/expansion of non-native species, unnatural soil compaction, vegetation removal, erosion, increased sediment loads, and trash.	MO	Annual			8						16
4	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.2	Assess Threats/Benefits and Set Priorities	b) Prioritize remediation efforts based on relative sensitivity of area affected, connectivity importance, and potential for expansion.	MO	Annual		2							
5	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.2	Assess Threats/Benefits and Set Priorities	c) Identify remediation measures, e.g., signage, installation of split-rail fencing, boulders, or other barriers.	MN	Annual		2	8						
6	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.2	Assess Threats/Benefits and Set Priorities	d) Evaluate uses along the trails that parallel stream channelsto determine whether improvements, e.g., stream crossings, closure after substantial rains, or realignment, are warranted (refer to Public Use element).	MN	Annual				8			8		
7	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	a) Address wetlands and riparian habitat in an annual Work Plan to be prepared by December for management actions the following year (i.e., identify management and restoration tasks, staffing requirements, funding analysis, and schedule).	D	Annual	2	16	16	16					
8	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	b) Manage wetland and riparian habitats for a structural diversity to accommodate a high diversity of native wildlife.	MN	On-going	2	8	40	40	80	20	80		160
9	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	c) Manage permanent water sources to maintain habitat diversity.	MN	On-going		2	8		16		16		16
10	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	d) Identify suitable areas (e.g., segments of trails and roads), implement riparian/wetlands buffer = or > 100 feet from edge of habitat, and allow drainages to meander (see also Bio 1.2 and Pub 5.0).	EN	As-Needed	8	16	80	16		80			

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			Subject	Statement														
11	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	e) Implement erosion/sediment control BMPs necessary to protect habitat. Use bio-engineered methods whenever feasible.	EN	On-going		2	4	8		8	16		32
12	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	e) (Cont.) Remove sediment buildup that threatens critical riparian habitat or where loads threaten road crossings.	EN	On-going		2	8			8			
13	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	f) Remove individuals of invasive, non-native plant species.	EN	On-going		2	16		40	8	40		80
14	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	g) Remove progeny of the mature pepper tree associated with the homestead site in Hollenbeck Canyon.	EN	On-going							2		4
15	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	h) Maintain/enhance wildlife corridors; remove impediments to wildlife movement.	MN/ LK	As-Needed		2	2		16		40		80
16	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	h) (Cont.) Monitor wildlife movement through culverts and assess the need to construct new or enhance existing structures.	MO/ LK	On-going		2	16						
17	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	h) (Cont.) Install barriers (e.g., split rail fencing, boulders, etc.) where needed to limit public access into areas potentially critical for wildlife movement.	EN/ LK	On-going		2	16						
18	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	h) (Cont.) Coordinate with other agencies to prioritize land acquisitions adjacent to HCWA and RJER.	MN	On-going	16	16							
19	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	i) Evaluate future management programs for potential impacts to sensitive resources and mitigate potential significant impacts.	MN	On-going	8	8	40						
20	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	j) Implement adaptive management strategies by monitoring data. Re-evaluate priorities and activities based on periodic assessments. Specific approaches include: -- Evaluate potential to implement pilot studies or experimental design to test multiple management strategies. E.g., invasive species control comparing: no treatment area, herbicide application, and mechanical removal.	MO	Annual	2	2	16						
21	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	j) (Cont.) Establish clear and concise success criteria that must be met to consider management tasks successful.	MN	One-time		2	8						

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			Subject	Statement														
22	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	j) (Cont.) Use data to assess habitat integrity, detect changes, and positive/adverse effects of management, human use, and non-native species.	MN	Annual		2	8						
23	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	j) (Cont.) Regularly review relevant monitoring documents (e.g., framework management plans, MSCP monitoring protocols, published reports) and compile information.	MN	Annual		8	24						
24	Bio 1: Habitat	Bio 1.1	Wetlands/Riparian Habitat Management/ Enhancement.	Conserve, manage, and enhance to promote native species diversity, genetic flow, and ecological and hydrological function.	Bio 1.1.3	Management.	j) (Cont.) Reevaluate priorities and management activities based on this assessment.	MN	Annual		2	8						
25																		
26	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.1	Survey and Ongoing Monitoring. Identify areas where expansion or restoration of existing wetlands or riparian habitat could be conducted.	a) Remove eucalyptus trees from western segment of Jamul Creek and Dulzura Creek near old Honey Springs Ranch, and subsequently restore area.	RE	One-time	2	2	8		80		80		160
27	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.1	Survey and Ongoing Monitoring. Identify areas where expansion or restoration of existing wetlands or riparian habitat could be conducted.	b) Recontour and restore the unnamed tributary in the west-central portion of HCWA where ongoing erosion has created a deep gully.	RE	One-time	2	2	40	40	80	40	80		160
28	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.1	Survey and Ongoing Monitoring. Identify areas where expansion or restoration of existing wetlands or riparian habitat could be conducted.	c) Decommission and restore unnecessary trails near wetland and riparian habitats. Realign segments of open trails to provide a buffer = or > 100 feet from edge of riparian habitat, then restore previously open segments.	RE	One-time	2	2	24		24	8			48
29	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.1	Survey and Ongoing Monitoring. Identify areas where expansion or restoration of existing wetlands or riparian habitat could be conducted.	d) Restore abandoned stock pond near old Honey Springs Ranch for dog training (refer to Public Use and Facility Maintenance elements). Provide appropriate wetland vegetative cover useful for training exercises that will also provide localized wildlife habitat.	RE	One-time	2	2	24		80		80		40
30	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.1	Survey and Ongoing Monitoring. Identify areas where expansion or restoration of existing wetlands or riparian habitat could be conducted.	e) Create additional water sources for wildlife by developing springs or installing wildlife drinkers in upland areas.	RE	One-time	2	8	24	24			24		48
31	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.2	Assess Threats/Benefits and Set Priorities.	a) Prioritize areas to be restored, e.g., HIGH = areas that should be restored immediately, MEDIUM = areas to be restored within the next 3 years, and LOW = areas to be monitored and restored when time, budget, and staffing allow.	MN	Annual		2	4						
32	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.2	Assess Threats/Benefits and Set Priorities.	b) Evaluate benefits to downstream riparian systems within HCWA and RJER.	MN	Annual		2	4						
33	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.2	Assess Threats/Benefits and Set Priorities.	c) Pursue projects that work with nature vs. against it, i.e., allow creeks to meander naturally.	MN	Annual		2	8						

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34	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.3	Management.	a) Develop area-specific restoration plans, including planting design and specifications, goals, and costs. Plans for areas that are heavily infested with non-native species should contain an intensive exotic species removal component, including herbicide treatment and replanting.	D	As-needed		2	24						
35	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.3	Management.	b) Pursue appropriate permits for restoration projects within state and federal waters (i.e., wetlands and waters regulated under Section 404 of the Clean Water Act and Fish and Game Code Sections 1600-1616).	D	As-needed		8	40						8
36	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.3	Management.	c) Limit access to restored areas to protect them from impacts due to unauthorized public use, e.g., install fencing, boulders, or other barriers.	MN	One-time	2	2	8	8	80		80		160
37	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.3	Management.	d) Pursue funding for identified restoration projects.	MN	As-needed	2	24							
38	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.3	Management.	e) Conduct post-restoration monitoring.	MO	As-needed			40						80
39	Bio 1: Habitat	Bio 1.2	Wetlands/Riparian Habitat Restoration	Restore and enhance to foster desired ecological and hydrological function	Bio 1.2.3	Management.	f) Adaptive management. Use monitoring data to assess progress of restored areas [refer to Bio 1.1.3 (j) for details].	MO	Annual			8						
40																		
41	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.1	Survey and Ongoing Monitoring. Conduct periodic surveys to maintain accurate records.	a) Conduct qualitative surveys annually to detect immediate threats to the habitats.	MO	Annual		8	24						
42	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.1	Survey and Ongoing Monitoring. Conduct periodic surveys to maintain accurate records.	b) Conduct quantitative surveys every 3-5 years to document changes/trends, and allow for timely remediation efforts. Assess the following characteristics: overall habitat structure/condition, species diversity, incidence of non-native species, and connection with neighboring habitats.	MO	3-5 years		2	40						80
43	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.1	Survey and Ongoing Monitoring. Conduct periodic surveys to maintain accurate records.	c) Survey oak woodland habitat to assess overall habitat integrity; evaluate edge effects, fragmentation/degradation from unauthorized access, and signs of disease. Identify where site improvement is warranted.	MO	3-5 years			16						
44	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.2	Assess Threats/Benefits and Set Priorities	a) Map areas that are becoming damaged or degraded, e.g., adverse edge effects, general habitat degradation, fragmentation, high fuel loads (particularly chaparral), and monotypic age classes. Assess the following indicators: new introductions or expansions of non-native species, unnatural soil compaction, vegetation removal, erosion, trash, dense cover with high amounts of dead biomass.	MO	Annual			8						
45	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.2	Assess Threats/Benefits and Set Priorities	b) Prioritize remediation efforts based on relative sensitivity of area affected, e.g., whether habitat conversion is at risk, and potential for expansion of the threat.	MN	Annual		2	8						

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46	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.2	Assess Threats/Benefits and Set Priorities	c) Identify remediation measures, e.g., signage, installation of split-rail fencing, boulders, or other barriers. Consider fuel reduction programs (refer to Fire 1.0).	MN	Annual		1	4						
47	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.2	Assess Threats/Benefits and Set Priorities	d) Evaluate the effect of trail use near the coastal sage scrub/clay lens habitat in the north-central portion of the wildlife area to determine whether protective measures, e.g., installation of split-rail fencing, closure after substantial rain events, or realignment, are warranted [refer to Bio 2.1.3(b) and (c)].	MO	Annual		2	4	8		8	16		32
48	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.3	Management.	a) Address upland habitat in the annual Work Plan to be prepared by December of each year (see Bio 1.1.3).	D	Annual	8	8	8	8	8			8	
49	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.3	Management.	b) Protect and maintain upland habitats to provide breeding and foraging habitat for sensitive species.	MN	On-going	24	24	24						
50	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.3	Management.	c) Manage upland habitats to maintain habitat and native wildlife diversity, and avoid conversion to another habitat type.	MN	On-going	24	24	24						
51	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.3	Management.	d) Plant food crops (e.g., cereal wheat) in non-native grasslands in designated hunting areas to attract dove and quail.	EN	Annual	2	4	8	8		40			40
52	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.3	Management.	e) Provide erosion control to prevent gully or rill formation within uplands, and adverse sedimentation into adjacent riparian areas.	EN	As-needed		2	8		16				32
53	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.3	Management.	f) Remove individuals of invasive, non-native plant species to reduce the threat of future expansion and enhance habitat for native species.	EN	On-going		2	16						40
54	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.3	Management.	g) Manage non-native grassland habitat in northern and west-central portions of HCWA for continued use by dog trainers, and to prevent degradation.	MN	On-going		8	8	2	16	16			
55	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.3	Management.	h) Install barriers (e.g., split rail fencing, boulders, etc.) where needed to limit public access into areas potentially critical for wildlife movement (e.g., narrow segments of oak woodlands).	EN/LK	As-needed		2	8						
56	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.3	Management.	i) Evaluate all upland habitat management programs for potential impacts to sensitive biological resources and take appropriate steps to avoid or mitigate potential significant impacts.	MN	Annual	2	2	8						
57	Bio 1: Habitat	Bio 1.3	Upland Habitat Management/Enhancement.	Conserve and maintain native regional biological diversity.	Bio 1.3.3	Management.	j) Employ adaptive management strategies for upland habitats. Refer to Bio 1.1.3 (j) for details.	MO	Annual		8	8						
58																		
59	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.1	Survey and Ongoing Monitoring. Identify where expansion or restoration of upland habitats could be conducted.	a) Restore and enhance the disturbed non-native grasslands between Jamul Creek and Hollenbeck Canyon (exclusive of the hunting field where cereal wheat is sown).	RE	One-time			8						

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			Subject	Statement														
60	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.1	Survey and Ongoing Monitoring. Identify where expansion or restoration of upland habitats could be conducted.	b) Restore portions of the coastal sage scrub/clay lens area that have become degraded.	RE	One-time		8	24		8	8	40		80
61	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.1	Survey and Ongoing Monitoring. Identify where expansion or restoration of upland habitats could be conducted.	c) Decommission and restore unnecessary trails and roads. Realign and restore segments of open trails to provide a greater buffer near highly sensitive upland habitats or near riparian habitat (refer to Bio 1.1.3). Obtain necessary permits for restoration, as needed.	RE	One-time		24	24	80	80				80
62	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.2	Assess Threats/Benefits and Set Priorities.	a) Prioritize areas to be restored, e.g., HIGH = areas that should be restored immediately, MEDIUM = areas to be restored within the next 3 years, and LOW = areas to be monitored and restored when time, budget, and staffing allow.	RE	Annual		2	8						
63	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.2	Assess Threats/Benefits and Set Priorities.	b) Consider benefits to sensitive species known to occur within HCWA and the adjacent RJER.	MN	Annual	4	4	4						
64	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.2	Assess Threats/Benefits and Set Priorities.	c) Restore degraded upland areas to provide increased nesting, breeding, and foraging habitat for special status species and other wildlife.	RE	One-time	2	2	16	80	40	40	40		80
65	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.2	Assess Threats/Benefits and Set Priorities.	d) Quantify suitable degraded areas, then restore to provide increased habitat for game species.	SP	One-time	2	2	40	40	40	40	40		80
66	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.3	Management.	a) Develop area-specific restoration plans including planting design and specifications, goals, and costs (refer to Bio 1.2.3)	D	As-needed	4	4	40						
67	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.3	Management.	b) Pursue appropriate permits for restoration projects for habitats that are occupied by state and federally listed species (e.g., Quino checkerspot butterfly and San Diego thornmint).	D	As-needed		24							
68	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.3	Management.	c) Incorporate experimental design for restoring highly disturbed non-native grasslands (i.e., test most effective method for removal of thatch and new non-native vegetative growth. Use exclusionary fencing, if managed grazing is used, to contain grazers, but allow wildlife access.	RE	As-needed									
69	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.3	Management.	d) Remove invasive plant species from the coastal sage scrub/clay lens habitat and restore treated areas with appropriate native species using stock collected from within HCWA.	RE	One-time			8				8		16
70	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.3	Management.	e) Limit access, as appropriate, by fencing off restored areas to protect them from impacts due to unauthorized public use.	RE	One-time				24	24				

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Item No.	Element	Code	GOAL		Code	Task	Subtasks / Action Items	Management Type*	Schedule	Sr. Biology Super. (Wildlife)	Assoc. Biologist	Wildlife Biologist	Wildlife Habitat Super. I	Wildlife Habitat Assist.	Tractor Oper. Laborer	Fish & Wildlife Tech.	Fish & Wildlife Interpret I / II	Scientific/Seasonal Aid
			Subject	Statement														
71	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.3	Management.	f) Pursue funding for identified restoration projects.	D	As-needed	2	16							
72	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.3	Management.	g) Conduct post-restoration monitoring and additional remediation, where needed.	MO	As-needed			8						16
73	Bio 1: Habitat	Bio 1.4	Upland Habitat Restoration.	Restore and enhance lost functions and provide opportunities for expansion or reintroduction of native species.	Bio 1.4.3	Management.	h) Adaptive management. Use monitoring data to assess progress of the restored area [refer to Bio 1.1.3 (j) for details.	MO	Annual		4	4						
74																		
75	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.1	Surveys and Ongoing Monitoring. Qualified biologists to conduct focused species surveys for federal and state listed species.	a) Conduct qualitative surveys for San Diego thornmint annually to detect immediate threats to known populations and generally assess condition of the population.	MO	Annual		15	15						
76	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.1	Surveys and Ongoing Monitoring. Qualified biologists to conduct focused species surveys for federal and state listed species.	a) (Cont.) Conduct qualitative surveys for Quino (QCB) annually to detect immediate threats to known populations and generally assess condition of the population.	MO	Annual		15	15						
77	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.1	Surveys and Ongoing Monitoring. Qualified biologists to conduct focused species surveys for federal and state listed species.	a) (Cont.) Conduct qualitative surveys for California gnatcatcher annually to detect immediate threats to known populations and generally assess condition of the population.	MO	Annual		15	15						
78	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.1	Surveys and Ongoing Monitoring. Qualified biologists to conduct focused species surveys for federal and state listed species.	b) Conduct focused surveys for San Diego thornmint every 3-5 years to document species population health, count, and extent, and allow for timely remediation efforts, as needed.	MO	3-5 years		5	27						55
79	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.1	Surveys and Ongoing Monitoring. Qualified biologists to conduct focused species surveys for federal and state listed species.	b) (Cont.) Conduct protocol-level surveys for QCB every 3-5 years to document species population health, count, and extent, and allow for timely remediation efforts, as needed.	MO	3-5 years		5	27						55
80	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.1	Surveys and Ongoing Monitoring. Qualified biologists to conduct focused species surveys for federal and state listed species.	b) (Cont.) Conduct protocol-level surveys for California gnatcatcher every 3-5 years to document species population health, count, and extent, and allow for timely remediation efforts, as needed.	MO	3-5 years		5	27						55
81	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.1	Surveys and Ongoing Monitoring. Qualified biologists to conduct focused species surveys for federal and state listed species.	c) Areas of suitable habitat, not currently known to support listed species, should be surveyed to detect new populations of listed species within the property.	MO	3-5 years		16	40						80
82	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.2	Assess Threats and Set Priorities. Identify threats to listed species. Refer to Bio 2.2.2.		MO	Annual	4	4	4						
83	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	a) Restore and enhance native habitat preferred by rare, threatened, or endangered species known from or with the potential to occur at HCWA. Refer to Bio 1.2 and 1.4.	SP	As-needed	2	2	16	40	40	40	40		80

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			Subject	Statement														
84	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	b) Implement management measures for San Diego thornmint. Surveys in 2005 noted that the population had been impacted by illegal off-road activity. – Manage the invasive plant species within this area to minimize the decline of San Diego thornmint.	RE	As-needed		2	32						32
85	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	b) (Cont.) Install split-rail fencing along the access road to restrict illegal encroachment into the thornmint population. Extend the fencing from the access gate, down past the southerly clay lens area.	MN	One-time			8		8	8	8		16
86	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	b) (Cont.) Install signage along the fencing, as appropriate.	MN	One-time									2
87	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	b) (Cont.) Install permanent markers to document the outer boundary of the thornmint population. These markers will facilitate surveys by biologists and enhancement and restoration activities. The location of the markers should be recorded with GPS equipment.	MN	One-time			8						8
88	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	b) (Cont.) Enhance the population. Remove thatch around the thornmint to stabilize the population. Collect native seed prior to dethatching and redistribute seed following dethatching. Conduct dethatching every 3 to 5 years until desired condition is met.	RE	3-5 years			8						16
89	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	b) (Cont.) Collect San Diego thornmint seed for distribution to fill in the gaps within the existing populations. Store seed at an appropriate facility for redistribution in the fall prior to the next wet season.	RE	As-needed		2	8						8
90	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	b) (Cont.) As needed, restore the population. If thornmint populations continue to decline despite dethatching, additional weed control measures (herbicide use or mowing conducted by a qualified crew) should be considered.	RE	As-needed		2	8						16
91	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	b) (Cont.) Conduct seed collection and greenhouse propagation if the populations of thornmint continue to decline despite population enhancement and restoration activities.	SP	As-needed	2	24	40	40					
92	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	c) Implement management measures for QCB. E.g., Restore/expand QCB habitat by planting appropriate areas with larval host species. Candidate locations include portions of the coastal sage scrub/clay lens habitat where host plants are lacking or uncommon, or appropriate openings within neighboring upland scrublands and native grasslands.	SP	One-time		2	40	40	40		40		80

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			Subject	Statement														
93	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	c) (Cont.) Control the fire frequency through QCB-occupied habitat via an effective fire management program. Refer to Fire 1.0.	MN	As-needed		8							
94	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	c) (Cont.) Evaluate success of the experimental restoration program in Johnson Canyon east of SR 125 and incorporate successful management strategies into QCB enhancement and restoration effort at HCWA.	MN	One-time		2	2						
95	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	d) Implement management measures for coastal California gnatcatcher. – Restore areas of disturbed and/or type-converted coastal sage scrub to regain appropriate habitat structure.	SP	One-time		2	80	160	320		320		640
96	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	d) (Cont.) Control fire frequency within native scrub habitats through an effective fire management program (see Fire Management Element).	MN	As-needed		8	16			40			
97	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	d) (Cont.) Conduct regular cowbird trapping as necessary to protect gnatcatcher nestlings from this brood parasite. Refer to Bio 3.2.3.	MO	As-needed		2	40						80
98	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	d) (Cont.) Control indirect effects of noise within gnatcatcher habitat by keeping noise levels at or below 60 dBA during the breeding season.	MN	On-going		2							
99	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	d) (Cont.) Control indirect effects of night lighting within gnatcatcher habitat by shielding lighting from neighboring properties as feasible.	MN	As-needed		2							
100	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	d) (Cont.) Avoid flushing young or adults from their nest by restricting public recreational and educational activities during the breeding season as necessary.	MN	As-needed		2							
101	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	e) Determine type and level of management within 6 months of the detection new populations of listed species within HCWA.	MN	As-needed		2	4						
102	Bio 2: Special Status Species	Bio 2.1	Protect and Enhance Listed Species.	Protect, monitor, and enhance populations and preferred habitat of listed species.	Bio 2.1.3	Management. Conduct general and species-specific management activities as needed.	f) Adaptive management: use monitoring results to reevaluate priorities and management activities. Refer to Bio 1.1.3 (j) for details.	MO	Annual	8	8	8						
103																		
104	Non-listed Sensitive Species	Bio 2.2	Protect and Enhance Non-listed Sensitive Species.	Protect, monitor, and enhance populations of non-listed sensitive species.	Bio 2.2.1	Surveys and Ongoing Monitoring. Generally assess the condition of known populations and document population count and area occupied.	a) Conduct surveys for sensitive plants and animals every 3-5 years at the appropriate time of year (e.g., the appropriate blooming period for each species of plant, and breeding season for migratory birds).	MO	3-5 years		2	24						48
105	Non-listed Sensitive Species	Bio 2.2	Protect and Enhance Non-listed Sensitive Species.	Protect, monitor, and enhance populations of non-listed sensitive species.	Bio 2.2.1	Surveys and Ongoing Monitoring. Generally assess the condition of known populations and document population count and area occupied.	b) Priority should be given to California Species of Concern and MSCP covered species.	MO	As-needed		2	2						

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			Subject	Statement														
106	Non-listed Sensitive Species	Bio 2.2	Protect and Enhance Non-listed Sensitive Species.	Protect, monitor, and enhance populations of non-listed sensitive species.	Bio 2.2.1	Surveys and Ongoing Monitoring. Generally assess the condition of known populations and document population count and area occupied.	c) Coordinate wildlife movement monitoring/studies within and beyond HCWA with those conducted on neighboring conserved lands.	MO/LK	As-needed			80						
107	Non-listed Sensitive Species	Bio 2.2	Protect and Enhance Non-listed Sensitive Species.	Protect, monitor, and enhance populations of non-listed sensitive species.	Bio 2.2.2	Assess Threats and Set Priorities. Identify threats to sensitive species. Focus on habitat-specific assemblages, i.e., grassland species.	a) Prioritize areas for species management, e.g., HIGH = species or assemblage in imminent danger where action must be taken as soon as possible; MEDIUM = action should be taken within the next 3 years; and LOW = species that should be monitored to ensure the threat does not worsen, with management action conducted when time, budget, and staffing allow. Incorporate these priorities into annual work plan for wetland and upland habitats, as outlined in Bio 1.1.3 and 1.3.3.	MO	Annual	16	16	16						
108	Non-listed Sensitive Species	Bio 2.2	Protect and Enhance Non-listed Sensitive Species.	Protect, monitor, and enhance populations of non-listed sensitive species.	Bio 2.2.3	Management. Implement the following management activities to protect sensitive biological resources:	a) Remove non-native predators that may threaten sensitive wildlife species.	RE	As-needed			40						80
109	Non-listed Sensitive Species	Bio 2.2	Protect and Enhance Non-listed Sensitive Species.	Protect, monitor, and enhance populations of non-listed sensitive species.	Bio 2.2.3	Management. Implement the following management activities to protect sensitive biological resources:	b) Add structures such as bluebird nest boxes or bat houses as necessary to provide nesting or roosting opportunities for sensitive species.	SP	One-time			24		16		16		24
110	Non-listed Sensitive Species	Bio 2.2	Protect and Enhance Non-listed Sensitive Species.	Protect, monitor, and enhance populations of non-listed sensitive species.	Bio 2.2.3	Management. Implement the following management activities to protect sensitive biological resources:	c) Evaluate all future management programs for potential impacts to sensitive species and take appropriate steps to mitigate these impacts.	MO	As-needed	2	40	40						
111	Non-listed Sensitive Species	Bio 2.2	Protect and Enhance Non-listed Sensitive Species.	Protect, monitor, and enhance populations of non-listed sensitive species.	Bio 2.2.3	Management. Implement the following management activities to protect sensitive biological resources:	d) Adaptive management. Use monitoring results to reevaluate priorities and management activities. Refer to Bio 1.1.3 (j).	MO	Annual		8	40						
112																		
113	3. Bio 3: Managed Species	Bio 3.1	Non-native Plants.	Control invasive, non-native plant species that may negatively impact native species and habitats.	Bio 3.1.1	Surveys and Ongoing Monitoring. Conduct surveys for invasive, non-native plant species and monitor populations. Focus on invasive, non-native plants that occur among sensitive plant species, or within 500 feet of sensitive plant populations.	a) Conduct qualitative surveys annually to detect immediate threats from invasive species to known populations of listed species within HCWA.	MO	Annual									
										2		24						48
114	3. Bio 3: Managed Species	Bio 3.1	Non-native Plants.	Control invasive, non-native plant species that may negatively impact native species and habitats.	Bio 3.1.1	Surveys and Ongoing Monitoring. Conduct surveys for invasive, non-native plant species and monitor populations. Focus on invasive, non-native plants that occur among sensitive plant species, or within 500 feet of sensitive plant populations.	b) Conduct quantitative surveys (e.g., species density and mapping) every 3-5 years to document the condition of invasive species populations within and surrounding (500 feet) target sensitive species.	MO	3-5 years									
										16		32						64

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			Subject	Statement														
115	3. Bio 3: Managed Species	Bio 3.1	Non-native Plants.	Control invasive, non-native plant species that may negatively impact native species and habitats.	Bio 3.1.2	Assess Threats and Set Priorities. Identify threat for invasive plant species population expansion.	Prioritize areas for invasive plant species management, e.g., HIGH = action must be taken as soon as possible, MEDIUM = action should be taken within the next 3 years, and LOW = action to be taken when time, budget, and staffing allow. Incorporate these priorities into annual work plan for wetland and upland habitats, as outlined in Bio 1.1.3 and 1.3.3.	MN/D	As-needed									
116	3. Bio 3: Managed Species	Bio 3.1	Non-native Plants.	Control invasive, non-native plant species that may negatively impact native species and habitats.	Bio 3.1.2	Assess Threats and Set Priorities.	a) Control/eliminate occurrences of invasive, non-native plants among or near (within 500 feet of) highly sensitive plant species.	RE	Annual		2	4						
117	3. Bio 3: Managed Species	Bio 3.1	Non-native Plants.	Control invasive, non-native plant species that may negatively impact native species and habitats.	Bio 3.1.2	Assess Threats and Set Priorities.	b) Eliminate new occurrences (i.e., previously unknown and/or currently small populations) of highly invasive plant species anywhere within HCWA.	RE	Annual			4						16
118	3. Bio 3: Managed Species	Bio 3.1	Non-native Plants.	Control invasive, non-native plant species that may negatively impact native species and habitats.	Bio 3.1.2	Assess Threats and Set Priorities.	c) Control/eliminate species designated as "high" by Cal IPC.	RE	Annual			4						16
119	3. Bio 3: Managed Species	Bio 3.1	Non-native Plants.	Control invasive, non-native plant species that may negatively impact native species and habitats.	Bio 3.1.3	Management. Control/eliminate populations of invasive, non-native plant species.	a) Identify acreage for restoration, then eliminate populations of eucalyptus that dominate the central segment of Jamul Creek and near the old Honey Springs Ranch.	SP	one-time		4	40		80		80		160
120	3. Bio 3: Managed Species	Bio 3.1	Non-native Plants.	Control for invasive, non-native plant species that may negatively impact native species and habitats within the wildlife area.	Bio 3.1.3	Management. Control/eliminate populations of invasive, non-native plant species.	b) Identify acreage for restoration, then eliminate the non-native grasses (including foxtail chess) that threaten the San Diego thornmint and QCB populations (among and within a 500-foot buffer) in the north-central portion of the property.	SP	As-needed		2	40				40		80
121	3. Bio 3: Managed Species	Bio 3.1	Non-native Plants.	Control invasive, non-native plant species that may negatively impact native species and habitats.	Bio 3.1.3	Management. Control/eliminate populations of invasive, non-native plant species.	c) Management activities should be consistent with those currently being conducted by the Department within reserved lands.	MN	On-going		2							
122	3. Bio 3: Managed Species	Bio 3.1	Non-native Plants.	Control invasive, non-native plant species that may negatively impact native species and habitats.	Bio 3.1.3	Management. Control/eliminate populations of invasive, non-native plant species.	d) Coordinate efforts and/or compare results with invasive plant species control programs being done elsewhere in the county (e.g., regional "weed teams").	MN	Annual		4	8						
123	3. Bio 3: Managed Species	Bio 3.1	Non-native Plants.	Control invasive, non-native plant species that may negatively impact native species and habitats.	Bio 3.1.3	Management. Control/eliminate populations of invasive, non-native plant species.	e) Adaptive management. Use monitoring results to determine the effectiveness of non-native species control methods and protection of sensitive species; adapt management strategies as necessary. Refer to Bio 1.1.3 (j) for additional details.	MO	Annual		4	4						
124	3. Bio 3: Managed Species	Bio 3.2	Non-native Wildlife Species.	Control non-native, predatory animal species that may negatively impact native species.	Bio 3.2.1	Surveys and Ongoing Monitoring.	Conduct qualitative surveys annually to detect immediate threats from non-native wildlife species to known populations of listed species within HCWA.	MO	Annual			16						

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			Subject	Statement														
125	3. Bio 3: Managed Species	Bio 3.2	Non-native Wildlife Species.	Control non-native, predatory animal species that may negatively impact native species.	Bio 3.2.2	Assess Threats and Set Priorities. Identify threat for non-native wildlife species population expansion.	Prioritize areas for non-native wildlife species management, e.g., HIGH = action must be taken as soon as possible, MEDIUM = action should be taken within the next 3 years, and LOW = action to be taken when time, budget, and staffing allow. Incorporate these priorities into annual work plan for wetland and upland habitats, as outlined in Bio 1.1.3 and 1.3.3.	MN/D	As-needed									
126	3. Bio 3: Managed Species	Bio 3.2	Non-native Wildlife Species.	Control non-native, predatory animal species that may negatively impact native species.	Bio 3.2.2	Assess Threats and Set Priorities.	a) Control/eliminate aquatic predators (e.g., crayfish and mosquito fish).	RE	Annual		2	16						
127	3. Bio 3: Managed Species	Bio 3.2	Non-native Wildlife Species.	Control non-native, predatory animal species that may negatively impact native species.	Bio 3.2.2	Assess Threats and Set Priorities.	b) Control domestic pets.	MO	Annual		2	2						
128	3. Bio 3: Managed Species	Bio 3.2	Non-native Wildlife Species.	Control non-native, predatory animal species that may negatively impact native species.	Bio 3.2.2	Assess Threats and Set Priorities.	c) Control/eliminate naturalized parasitic or non-native birds such as starlings, house sparrows, and cowbirds.	MO	Annual		2	4						
129	3. Bio 3: Managed Species	Bio 3.2	Non-native Wildlife Species.	Control non-native, predatory animal species that may negatively impact native species.	Bio 3.2.3	Management. Control/eliminate populations of non-native wildlife species, or naturalized parasitic species that cause harm.	a) Monitor cowbird populations and establish trapping stations where cowbirds are found to be a problem.	MO	As-needed			16						32
130	3. Bio 3: Managed Species	Bio 3.2	Non-native Wildlife Species.	Control non-native, predatory animal species that may negatively impact native species.	Bio 3.2.3	Management. Control/eliminate populations of non-native wildlife species, or naturalized parasitic species that cause harm.	b) Monitor populations of the European starling and house sparrow and install nest boxes for bluebirds, woodpeckers, and other cavity nesters as needed.	MO/SP	As-needed			16						32
131	3. Bio 3: Managed Species	Bio 3.2	Non-native Wildlife Species.	Control non-native, predatory animal species that may negatively impact native species.	Bio 3.2.3	Management. Control/eliminate populations of non-native wildlife species, or naturalized parasitic species that cause harm.	c) Educate the surrounding communities about the threats to native wildlife caused by release of non-native species into the wild.	MN	On-going								320	
132	3. Bio 3: Managed Species	Bio 3.2	Non-native Wildlife Species.	Control non-native, predatory animal species that may negatively impact native species.	Bio 3.2.3	Management. Control/eliminate populations of non-native wildlife species, or naturalized parasitic species that cause harm.	d) Adaptive management. Use monitoring results to determine the effectiveness of non-native species control methods and protection of native fauna. Adapt management strategy as necessary. Refer to Bio 1.1.3 (j) for additional details.	MO	Annual		4	40						
133																		
134	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.1	Surveys and Ongoing Monitoring	a) Conduct annual dove and quail counts to assess population condition and obtain trend data.	MO	Annual		2	80						160
135	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.1	Surveys and Ongoing Monitoring	b) Conduct surveys every 3-5 years on resident and small game species throughout HCWA.	MO	3-5 years		2	80						160
136	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.1	Surveys and Ongoing Monitoring	c) Conduct harvest surveys to track numbers, species, and locations of take.	MO	Annual			4				40		80

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			Subject	Statement														
137	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.2	Management.	a) Manage the wildlife area to maintain conditions suitable for game species. — Monitor the planted field where cereal wheat is sown annually to attract doves to determine if cereal crops are invading adjacent native habitats.	MO	Annual			8						
138	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.2	Management.	a) (Cont.) Rotate hunting areas or periodically close areas if heavy use is adversely affecting the habitat that game species prefer.	MN	As-needed		4	4						
139	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.2	Management.	a) (Cont.) Consider providing closed zones as a refugia if needed.	MN	As-needed	4	4	4						
140	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.2	Management.	b) Manage for all aspects of game species' needs; food, water, cover and breeding habitat.	MN	Annual	2	2	8						
141	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.3	Enhancement	a) Assess current food plots for success. Evaluate other potential areas for manipulation or native/passive feeding centers. Continue planting as resources allow and benefit is derived.	MO	Annual			8						16
142	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.3	Enhancement	b) Assess current water sources. Evaluate other potential areas where water sources can be developed or artificially enhanced.	MO	Annual			24						48
143	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.3	Enhancement	c) Incorporate brush piles or vegetation design that will provide cover for quail and small game.	MO	As-needed				16	16	16	16		32
144	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.3	Enhancement	d) Construct and install dove cones where appropriate.	MO	As-needed			16						
145	Bio 4: Game Species	Bio 4.0	Manage Game Populations.	Manage game species/habitat to provide hunting for the public, while protecting sensitive biological resources.	Bio 4.3	Enhancement	e) Evaluate success of habitat improvement projects and modify as necessary to achieve desired results.	MO	Annual		4	4						
146																		
147	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.1	Maintain access routes to existing parking lots.		MA	Annual				8		24			40
148	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.2	Assess the eastern end for an additional parking lot near the Honey Springs Ranch		MN	One-time	2	2	4						
149	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.3	Improve official trail system by regular maintenance and improved signage.		MA	On-going				8	16		16		
150	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.4	Clearly mark closed trails and provide barriers to preclude access by the public.		MN	One-time				8			16		32

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Item No.	Element	Code	GOAL		Code	Task	Subtasks / Action Items	Management Type*	Schedule	Sr. Biology Super. (Wildlife)	Assoc. Biologist	Wildlife Biologist	Wildlife Habitat Super. I	Wildlife Habitat Assist.	Tractor Oper. Laborer	Fish & Wildlife Tech.	Fish & Wildlife Interpret I / II	Scientific/Seasonal Aid
			Subject	Statement														
151	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.5	Evaluate use levels and visitor satisfaction periodically by using visitor surveys.		MO	As-needed		2							24
152	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.6	Close HCWA for bicycles and horses for up to 3 days after rain events to prevent damage to trails.		MN	As-needed		2							24
153	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.7	Improve trails for American with Disabilities Act (ADA) access.		RE	One-time		2	16	16	16	16	16		
154	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.8	Close HCWA to the public during and following fire and severe weather events.		MN	As-needed		2							16
155	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.9	Maintain a clear line of sight at the vehicle entrance to HCWA by trimming and maintaining vegetation.		MA	As-needed		2	8						8
156	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.10	Conduct quantitative user surveys every 3-5 years and estimate capacity. Document habitat condition in relationship to use capacity. Remove, reduce, or limit uses if resource damage is occurring.		MO	3-5 years			16						
157	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.11	Increase enforcement and create additional educational materials to prohibit unauthorized activities. Use revegetation to control erosion and repair damaged areas.		MN/RE	As-needed	2	8	40	40	40	40	40		80
158	Public Use	Pub 1.0	Public Access.	Provide compatible wildlife-dependent opportunities for public access.	Pub 1.12	Remediate damage from unauthorized activities.		RE	As-needed		8	24	24		24	24		48
159	Public Use	Pub 2.0	Public Safety.	Minimize user conflicts and facilitate public use compatibility.	Pub 2.1	Encourage user safety through monitoring and enforcement of regulations.		MO	On-going		8							
160	Public Use	Pub 2.0	Public Safety.	Minimize user conflicts and facilitate public use compatibility.	Pub 2.2	Inform public of use designations/restrictions through outreach, signage, physical barriers, and the Department's website.		OU	On-going	16	40	16					320	80
161	Public Use	Pub 2.0	Public Safety.	Minimize user conflicts and facilitate public use compatibility.	Pub 2.3	Identify potential conflicts between recreational uses and resolve such conflicts.		MN	On-going	8	8	8	8	8				
162	Public Use	Pub 2.0	Public Safety.	Minimize user conflicts and facilitate public use compatibility.	Pub 2.4	Pursue special funding and/or volunteers to have staff available on-site during high use times to monitor activities and provide information to visitors.		SP	As-needed									500
163	Public Use	Pub 2.0	Public Safety.	Minimize user conflicts and facilitate public use compatibility.	Pub 2.5	Provide Department contact name, phone number, and e-mail address on signage for questions/comments regarding uses at HCWA.		MN	One-time		8							

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			Subject	Statement														
164	Public Use	Pub 2.0	Public Safety.	Minimize user conflicts and facilitate public use compatibility.	Pub 2.6	Conduct periodic reviews of public uses; evaluate rules, regulations, guidelines, and materials to ensure they are wildlife-dependent and compatible with goals for the area.		MN	As-needed	8	24							
165	Public Use	Pub 3.0	Hunting.	Provide safe, compatible hunting opportunities to the public.	Pub 3.1	Continue current hunting program in specified areas.		MN	On-going	4	24							
166	Public Use	Pub 3.0	Hunting.	Provide safe, compatible hunting opportunities to the public.	Pub 3.2	As habitat/access are improved, evaluate expansion of current hunting program.		MO	As-needed	2	16							
167	Public Use	Pub 3.0	Hunting.	Provide safe, compatible hunting opportunities to the public.	Pub 3.3	Maintain physical separation of closed zones through signage and landmarks, i.e., boulders, along access roads.		MN	One-time									
168	Public Use	Pub 3.0	Hunting.	Provide safe, compatible hunting opportunities to the public.	Pub 3.4	Provide hunter safety instruction on a regular basis at HCWA and throughout the region.		OU	Annual		2	16	2	16		16		32
169	Public Use	Pub 3.0	Hunting.	Provide safe, compatible hunting opportunities to the public.	Pub 3.5	Continue encouragement of young hunters through participation in junior hunt programs. Establish youth hunts at HCWA.		OU	Annual								40	
170	Public Use	Pub 3.0	Hunting.	Provide safe, compatible hunting opportunities to the public.	Pub 3.6	Conduct late summer volunteer "clean up day" to ready HCWA for the upcoming hunting season.		OU	Annual	4	16			72				72
171	Public Use	Pub 3.0	Hunting.	Provide safe, compatible hunting opportunities to the public.	Pub 3.7	Maintain good relationship between Department staff, hunters, and volunteer organizations.		OU	On-going	24	40			40				40
172	Public Use	Pub 4.0	Wildlife Observation.	Provide compatible wildlife observation opportunities to the public.	Pub 4.1	Designate specific wildlife viewing areas in a variety of habitats and locations.		SP	One-time	2	8							
173	Public Use	Pub 4.0	Wildlife Observation.	Provide compatible wildlife observation opportunities to the public.	Pub 4.2	Develop interpretive signage for wildlife viewing trails.		OU	One-time								16	
174	Public Use	Pub 5.0	Trail Use.	Provide compatible trail access for the purpose of wildlife-dependent activities.	Pub 5.1	Post designated trails and maintain trail system (see Figure 11).>		OU	On-going				1	8				16
175	Public Use	Pub 5.0	Trail Use.	Provide compatible trail access for the purpose of wildlife-dependent activities.	Pub 5.2	Document condition of trails and habitat; consider removal or relocation of trails if damage to biological resources is taking place.		D	On-going			4	4					
176	Public Use	Pub 5.0	Trail Use.	Provide compatible trail access for the purpose of wildlife-dependent activities.	Pub 5.3	Control access to closed areas with barriers such as logs, boulders, and native vegetation (prickly or sticker plants). Prevent trail spreading or close user-defined trails.		MN	One-time	2	8		40	40	40	40		80
177	Public Use	Pub 5.0	Trail Use.	Provide compatible trail access for the purpose of wildlife-dependent activities.	Pub 5.4	Educate adjacent land owners that access is not permitted off of private lots; access is through the parking area on Honey Springs Road.		OU	On-going								40	

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			Subject	Statement														
178	Public Use	Pub 6.0	Dog Training.	Provide compatible sporting dog training opportunities to the public.	Pub 6.1	Continue to allow sporting dog training.		MN	On-going	8	8							
179	Public Use	Pub 6.0	Dog Training.	Provide compatible sporting dog training opportunities to the public.	Pub 6.2	Maintain areas for a variety of sporting dogs.		MN	On-going		4	8	8		24			80
180	Public Use	Pub 6.0	Dog Training.	Provide compatible sporting dog training opportunities to the public.	Pub 6.3	Restore an abandoned stock pond to provide an aquatic dog training area for retrievers.		RE	One-time		24	24	24	40	24	24		24
181	Public Use	Pub 6.0	Dog Training.	Provide compatible sporting dog training opportunities to the public.	Pub 6.4	Design and restore fields adjacent to the stock pond to be used as a field component for sporting dog training.		RE	One-time	2	16							
182	Public Use	Pub 7.0	Signage.	Provide informative signage.	Pub 7.1	Prepare a plan for all signage that addresses sign maintenance, placement, and content.		D	One-time									
183	Public Use	Pub 7.0	Signage.	Provide informative signage.	Pub 7.2	Maintain signs at parking lots with wildlife area maps and regulations, and safety information, including:	a) Information on signs should include: General rules, prohibition on rifles and pistols, and identify hazards (e.g., mountain lions, rattle snakes, poison oak, border patrol, etc.).	MN	On-going		3							12
184	Public Use	Pub 7.0	Signage.	Provide informative signage.	Pub 7.2	Maintain signs at parking lots with wildlife area maps and regulations, and safety information, including:	b) Entrance signs at HCWA should inform visitors that they are proceeding at their own risk.	MN	On-going		1							4
185	Public Use	Pub 7.0	Signage.	Provide informative signage.	Pub 7.3	Work with Caltrans to install signage on SR 94 to direct visitors to the entrance of HCWA.		MN	One-time		4							
186	Public Use	Pub 7.0	Signage.	Provide informative signage.	Pub 7.4	Provide a large sign marking the HCWA entrance on Honey Springs Road.		MN	One-time		2		2	16	8			8
187	Public Use	Pub 7.0	Signage.	Provide informative signage.	Pub 7.5	Inspect and maintain signs annually.		MA	Annual		8							
188	Public Use	Pub 7.0	Signage.	Provide informative signage.	Pub 7.6	Inventory existing boundary signage and fencing, and install new signs and fencing where necessary.		MO	One-time		8							40
189	Public Use	Pub 7.0	Signage.	Provide informative signage.	Pub 7.7	Provide a sign board in the public parking lots that communicates a comprehensive display of public use opportunities; include a map showing available public use areas.		MN	One-time		8		8	16	8	8		8
190	Public Use	Pub 7.0	Signage.	Provide informative signage.	Pub 7.8	Provide signs marking trails and sporting dog training areas.		MN	One-time		4		4	24	8			24
191	Public Use	Pub 7.0	Signage.	Provide informative signage.	Pub 7.9	Provide signs marking areas that are closed for nesting, area maintenance, habitat restoration, emergency repairs, flood damage, safety, or other reasons.		MN	As-needed		4		4	24	8			24

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			Subject	Statement														
192	Public Use	Pub 7.0	Signage.	Provide informative signage.	Pub 7.10	Provide signs on trails indicating that hikers and mountain bikers are to yield to horseback riders, and hikers are to yield to mountain bikers.		MN	One-time		4		4	24	8			24
193	Public Use	Pub 8.0	Community Partnership.	Continue to foster community partnership.	Pub 8.1	The Department will continue to communicate and coordinate with various community groups including hunters, equestrians, sporting dog groups and others for special events as well as volunteer opportunities;		OU	On-going	16	40							
194	Public Use	Pub 8.0	Community Partnership.	Continue to foster community partnership.	Pub 8.2	Collaborate with outside groups in developing new program areas;		OU	On-going	16	16							
195	Public Use	Pub 8.0	Community Partnership.	Continue to foster community partnership.	Pub 8.3	Coordinate with volunteers to protect wildlife resources and habitat during large work parties; and		OU	On-going	2	40			40		40		40
196	Public Use	Pub 8.0	Community Partnership.	Continue to foster community partnership.	Pub 8.4	All groups must coordinate through Department management before engaging in volunteer activities, and receive training and briefings by the Department.		OU	On-going	8	40							
197	Public Use	Pub 8.0	Community Partnership.	Continue to foster community partnership.	Pub 8.5	Communicate with the Home Owners Association of Rancho Jamul Estates and other neighbors regarding adjacency issues.		OU	Annual		16							
198	Public Use	Pub 9.0	Regulations.	Support compatible wildlife-dependent public use through consistent regulations and coordination with other agencies.	Pub 9.1	Evaluate the hunting, angling, and wildlife viewing programs.		MN	Annual		8			24				
199	Public Use	Pub 9.0	Regulations.	Support compatible wildlife-dependent public use through consistent regulations and coordination with other agencies.	Pub 9.2	Evaluate regulations periodically to identify changes warranted to maintain consistency with LMP goals and reflect Department and Fish and Game Commission Policy.		MN	every 3 years	16	16	16	16	16			16	
200	Public Use	Pub 9.0	Regulations.	Support compatible wildlife-dependent public use through consistent regulations and coordination with other agencies.	Pub 9.3	Periodically review activities within HCWA for compatibility with the MSCP.		MN	As-needed	8	8	8						
201																		
202	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.1	Gather Data. Compile all inventories and investigations of cultural resources for HCWA on file with the Department. Create a working bibliography.		D	One-time		2							20

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			Subject	Statement														
203	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.2	Conduct Search. Have a qualified cultural resources specialist conduct a records search at the South Coastal Information Center (SCIC). This will provide the following:	a) A datasheet (National Archaeological Database record [or NADb]) for each investigation within HCWA that is on file with the SCIC.	D	One-time									
204	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.2	Conduct Search. Have a qualified cultural resources specialist conduct a records search at the South Coastal Information Center (SCIC). This will provide the following:	b) A hard copy map (digital files may be requested) of the investigation boundaries within HCWA that are on file with the SCIC.	D	One-time		16							
205	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.2	Conduct Search. Have a qualified cultural resources specialist conduct a records search at the South Coastal Information Center (SCIC). This will provide the following:	c) A record for each resource within HCWA that is on file with the SCIC.	D	One-time		16							
206	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.2	Conduct Search. Have a qualified cultural resources specialist conduct a records search at the South Coastal Information Center (SCIC). This will provide the following:	d) A hard copy map (digital files may be requested) of the resource boundaries within HCWA that are on file with the SCIC.	D	One-time	2	16							16
207	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.2	Conduct Search. Have a qualified cultural resources specialist conduct a records search at the South Coastal Information Center (SCIC). This will provide the following:	e) A copy of each historic map that includes HCWA.	D	One-time	2	16							16
208	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.3	Maintain Data. Maintain and continue to update the data collected from the Department files and the records search.		MN	On-going		40							
209	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.4	Evaluate Resources. Have a qualified cultural resources specialist formally evaluate known cultural resources for the California Register.		D	One-time		16							
210	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.5	Contact Native Americans. Contact the Native Americans identified in the 2005 contact program, and solicit information on resources that may not be previously identified or that they deem important.	a) Contact James Robertson about the sacred lands identified by the California Native American Heritage Commission.	D	One-time		24							

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			Subject	Statement														
211	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.6	Define Areas to be Surveyed. Using the data acquired from the SCIC, define the areas that have not been surveyed. In addition, review the adequacy and age of prior surveys to determine if certain areas need to be resurveyed.		D	One-time		8							
212	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.7	Inventory and Evaluate. Have a qualified cultural resources specialist conduct cultural resources inventories in areas to be surveyed and evaluate identified resources.	a) Begin by identifying programs and planned development within HCWA and conduct focused field surveys in those areas.	MO	One-time		8							
213	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.7	Inventory and Evaluate. Have a qualified cultural resources specialist conduct cultural resources inventories in areas to be surveyed and evaluate identified resources.	b) Avoid areas where resources are found.	MO	As-needed		4							
214	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.7	Inventory and Evaluate. Have a qualified cultural resources specialist conduct cultural resources inventories in areas to be surveyed and evaluate identified resources.	c) Encourage non-destructive research by professional archaeologists.	MO	As-needed		8							
215	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.7	Inventory and Evaluate. Have a qualified cultural resources specialist conduct cultural resources inventories in areas to be surveyed and evaluate identified resources.	d) Require publication and distribution of results.	MO	As-needed		2							
216	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.7	Inventory and Evaluate. Have a qualified cultural resources specialist conduct cultural resources inventories in areas to be surveyed and evaluate identified resources.	e) Ensure proper curation of any materials collected, including notes and photographs.	MO	As-needed		2							
217	Cultural Resources	Cul 1.0	Identify Cultural Resources.	Identify cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 1.8	Add New Data. Add new data to existing dataset.		D	As-needed		8							16
218	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.1	Conduct Review. Conduct a cultural resources review before any ground-disturbing activities occur. Survey area if location has not been previously surveyed.		D/ MO	As-needed		16							

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			Subject	Statement														
219	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	a) Implement Category 1 Treatments – Preserve in place. Active management for preservation will be needed, to include: – Fencing	SP	As-needed		8		8	24	8	24		24
220	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	a) (Cont.) – Re-routing trails	SP	As-needed		8	16	8	40	16	40		40
221	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	a) (Cont.) – Stabilization and repair of historic structures and features, including providing covers for buildings or ruins	SP	As-needed	8	24							
222	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	a) (Cont.) – Capping with non-cultural soils	SP	As-needed	2	16							
223	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	a) (Cont.) – Annual monitoring	MO	Annual		8							
224	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	b) Implement Category 2 Treatments – Preserve in place. Treatments to avoid impacts to these resources may include: – Avoidance through rerouting trails and activity areas	MN/RE	As-needed		2							
225	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	b) (Cont.) – Revegetation to hide and protect the resource	RE	As-needed		2	8						16
226	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	b) (Cont.) – Limited stabilization of historic features such as dump sites and small architectural sites	MN	As-needed		4							16
227	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	b) (Cont.) – Biennial monitoring	MO	every 2 years		2							8
228	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	c) Implement Category 3 Treatments – Preserve in place. Treatment may include: – Avoidance of direct impacts	MN	As-needed		2							

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Operations and Maintenance Requirements to Implement the HCWA LMP

Item No.	Element	Code	GOAL		Code	Task	Subtasks / Action Items	Management Type*	Schedule	Sr. Biology Super. (Wildlife)	Assoc. Biologist	Wildlife Biologist	Wildlife Habitat Super. I	Wildlife Habitat Assist.	Tractor Oper. Laborer	Fish & Wildlife Tech.	Fish & Wildlife Interpret I / II	Scientific/Seasonal Aid
			Subject	Statement														
229	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	c) (Cont.) – Revegetation to hide or protect the resource	RE	As-needed		2	8						16
230	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	c) (Cont.) – Restoration or reconstruction of a historic building for interpretive use	SP	As-needed	8	80						80	
231	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	d) Implement Category 4 Treatments – These resources should be treated as follows: – Ensure that proper documentation in terms of a site report or site record has been completed and submitted to the proper agencies and organizations (e.g., SCIC)	D	One-time		16							
232	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.2	Implement Treatments. Implement treatments using Treatment Categories provided by Hector (2002).	d) (Cont.) – Provide funds for curation of artifacts collected.	SP	One-time		2							
233	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.3	Retain Professional Assistance. Have a professional cultural resources person assist in assigning treatments to those not identified by Hector (2002).		MO	One-time		8							
234	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.4	Prioritize Activities. Prioritize the following activities identified by Hector (2002).	a) Control access to CA-SDI-7441.	MN	On-going		4		8	8				8
235	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.4	Prioritize Activities. Prioritize the following activities identified by Hector (2002).	b) Eliminate access to CA-SDI-9273, -9689, -14,439, and -14,443. Make no plans to develop or improve access to these locations.	MN	On-going		4						24	24
236	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.4	Prioritize Activities. Prioritize the following activities identified by Hector (2002).	c) Consider the effects to CA-SDI-16,270, -16,271, -16,272, and 16-273 when proposing revegetation programs. Any ground-disturbing activity at the site locations will cause adverse impacts to these sites.	MN	As-needed		8							
237	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.4	Prioritize Activities. Prioritize the following activities identified by Hector (2002).	d) Do not remove existing historic ranching materials that may remain from prior ranching activities. If there is a safety issue, removal of historic ranching materials should be done under the supervision of a professional cultural resources person so that the materials can be documented.	MN/D	On-going		8							

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			Subject	Statement														
238	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.5	Consult California Law. When activities may affect cultural resources, consult California's statutes, regulations, and administrative policies regarding historic preservation and protection.		MN	As-needed		16							
239	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.6	Mitigate Impacts. Mitigate any potential adverse impacts to cultural resources through active management.		MN	As-needed	8	24							
240	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.7	Protect during Planning. Protect cultural resources using the following methods identified by Hector (2002) during planning.	a) Avoidance	MN/ MO	As-needed		4							
241	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.7	Protect during Planning. Protect cultural resources using the following methods identified by Hector (2002) during planning.	b) Fencing. The placement of fence posts should be monitored by an archaeologist; in general, a split rail or lodge-pole fence keeps most people out of a sensitive area.	MO	One-time	2	8			24		24		24
242	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.7	Protect during Planning. Protect cultural resources using the following methods identified by Hector (2002) during planning.	c) Capping with non-cultural soils. Capping a site or a portion of a site where there is a trail or dirt road should be undertaken with the participation of an archaeologist.	MN/ MO	One-time	2	4		8	16	16			
243	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.7	Protect during Planning. Protect cultural resources using the following methods identified by Hector (2002) during planning.	d) Revegetation of site area. Revegetation to protect a site should not include any disturbance of the surface of the ground, even if the site has been an agricultural field.	RE	One-time	2	24				24			
244	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.7	Protect during Planning. Protect cultural resources using the following methods identified by Hector (2002) during planning.	e) Additional monitoring. Testing and data recovery if the resource cannot be avoided	MO	As-needed		8							24
245	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.8	Monitor Resources. Monitor cultural resources at recommended intervals (Appendix A). If damage or impacts are noted, the measures noted in the next Treatment Category should be implemented.		MO	As-needed		8							24
246	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.9	Comply with Agreements. Comply with binding agreements made during the acquisition of property.	a) Archaeological Conservation Easement of 1983. Department is required to address sites CA-SDI-189, -7447, -7448, and -7449 in a management plan. The Department has to ensure that these sites are not disturbed. These sites should be protected under Category 1 Treatment.	D	On-going		8							

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			Subject	Statement														
247	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.9	Comply with Agreements. Comply with binding agreements made during the acquisition of property.	b) Purchase agreement for Expansion Area 2. Department agreed to contact the Western Division of Archaeological Conservancy when the management plan is being developed. The Archaeological Conservancy, 5301 Central Avenue NE, Suite 1218, Albuquerque, NM, 87108-1517, Telephone: (505) 266-1540	D	One-time	1	8							
248	Cultural Resources	Cul 2.0	Protect Cultural Resources.	Protect cultural resources that are significant/potentially significant to HCWA prehistory/history and meet criteria for listing in the California Register.	Cul 2.10	Implement Stewardship. Implement a stewardship program that trains users of HCWA to monitor the conditions of cultural resources. Site stewards will require mandatory training and ongoing monitoring. Youth service projects can be developed through this program.		MO/OU	On-going	4	24							
249	Cultural Resources	Cul 3.0	Involve the Community.	Involve the community in cultural resource activities at HCWA.	Cul 3.1	Continue consultation with Native Americans (i.e., periodical phone calls and letters, presentation to Native American communities, and invitation for input and concerns).		D/OU	On-going	4	24							
250	Cultural Resources	Cul 3.0	Involve the Community.	Involve the community in cultural resource activities at HCWA.	Cul 3.2	Create Public Contact List. Create an interested parties or stakeholders list.		D	One-time	2	16							
251	Cultural Resources	Cul 3.0	Involve the Community.	Involve the community in cultural resource activities at HCWA.	Cul 3.3	Implement Interpretive Plan. Create and implement an interpretive plan.	a) Without threatening the integrity of the cultural resource, prepare written material describing what is present.	D	One-time	1							16	
252	Cultural Resources	Cul 3.0	Involve the Community.	Involve the community in cultural resource activities at HCWA.	Cul 3.3	Implement Interpretive Plan. Create and implement an interpretive plan.	b) Develop graphic materials and interpretive displays for the public.	D	One-time	1							16	
253	Cultural Resources	Cul 3.0	Involve the Community.	Involve the community in cultural resource activities at HCWA.	Cul 3.3	Implement Interpretive Plan. Create and implement an interpretive plan.	c) Replicas of collected artifacts from CA-SDI-16,270 including a sandstone discoidal and a Cottonwood Triangular projectile point base could be displayed and explained.	D	One-time	1							24	
254	Cultural Resources	Cul 3.0	Involve the Community.	Involve the community in cultural resource activities at HCWA.	Cul 3.3	Implement Interpretive Plan. Create and implement an interpretive plan.	d) Other interpretive displays could feature the history of ranching in San Diego.	D	One-time	1							16	
255	Cultural Resources	Cul 3.0	Involve the Community.	Involve the community in cultural resource activities at HCWA.	Cul 3.4	Develop Outreach Programs. Develop public outreach programs for users and visitors.	a) Give presentations and tours.	OU	On-going	1							80	
256	Cultural Resources	Cul 3.0	Involve the Community.	Involve the community in cultural resource activities at HCWA.	Cul 3.5	Develop Education Materials. Develop educational materials that can be used in County of San Diego school curriculums.		D	One-time	1							40	
257																		
258	Facility Maintenance	Fac 1.0	Facility Management.	Manage structures/facilities to provide wildlife-dependent uses, while protecting sensitive resources (see also Public Use).	Fac 1.1	Roads and Trails. Manage the trails system.	a) Restore closed trails. Identify trails to be closed and implement active restoration through decompaction, invasives removal, and when necessary, seeding or planting. Continue invasive species eradication efforts for no less than 5 years.	RE	One-time	2		24	8	24				48

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			Subject	Statement														
259	Facility Maintenance	Fac 1.0	Facility Management.	Manage structures/facilities to provide wildlife-dependent uses, while protecting sensitive resources (see also Public Use).	Fac 1.1	Roads and Trails. Manage the trails system.	b) Prevent erosion damage to trails by implementing BMPs as necessary.	MN/ MO	On-going		4		4		40			
260	Facility Maintenance	Fac 1.0	Facility Management.	Manage structures/facilities to provide wildlife-dependent uses, while protecting sensitive resources (see also Public Use).	Fac 1.1	Roads and Trails. Manage the trails system.	c) Prohibit off-road illegal activities. Ensure that no illegal trails are formed by off-road activities by posting signs or installing barriers as needed.	MN/ MO	On-going		4		16	16		16		32
261	Facility Maintenance	Fac 1.0	Facility Management.	Manage structures/facilities to provide wildlife-dependent uses, while protecting sensitive resources (see also Public Use).	Fac 1.2:	Parking Lots. Maintain parking lots to support public use/safety, while avoiding/minimizing impacts on adjacent resources.		MA	On-going		2		8		16			
262	Facility Maintenance	Fac 1.0	Facility Management.	Manage structures/facilities to provide wildlife-dependent uses, while protecting sensitive resources (see also Public Use).	Fac 1.3:	Fences, Gates, and Barriers. Manage fences, gates, barriers, and other structures to support wildlife movement, and protect sensitive biological resources from public use. Remove structures that impede management activities or Border Patrol Access.		MN	On-going		8		16					80
263	Facility Maintenance	Fac 1.0	Facility Management.	Manage structures/facilities to provide wildlife-dependent uses, while protecting sensitive resources (see also Public Use).	Fac 1.4	Signage and Public Education. Remove, add, or update signs as necessary (see also Pub 7.0).		MN	As-needed		8							40
264	Facility Maintenance	Fac 1.0	Facility Management.	Manage structures/facilities to provide wildlife-dependent uses, while protecting sensitive resources (see also Public Use).	Fac 1.5:	Structures. Maintain the State Housing residence. Demolish dilapidated structures (old Honey Springs Ranch buildings) to ensure public safety near these features.		MA	On-going	4	40							
265	Facility Maintenance	Fac 1.0	Facility Management.	Manage structures/facilities to provide wildlife-dependent uses, while protecting sensitive resources (see also Public Use).	Fac 1.6:	Water Features. Maintain wells, fire hydrants, artificial ponds, and pipelines.	a) Determine functionality of all wells, depth to groundwater, and pumping rate. Conduct water quality analysis of well water to determine if it is safe for people and wildlife to drink. Post a warning sign if non-potable.	MN/ MO	One-time		4		8	40	40	40		
266	Facility Maintenance	Fac 1.0	Facility Management.	Manage structures/facilities to provide wildlife-dependent uses, while protecting sensitive resources (see also Public Use).	Fac 1.6:	Water Features. Maintain wells, fire hydrants, artificial ponds, and pipelines.	b) Maintain functional wells regularly. Cover all non-functional wells to protect the public from accidents.	MN/ MO	On-going				8					
267	Facility Maintenance	Fac 1.0	Facility Management.	Manage structures/facilities to provide wildlife-dependent uses, while protecting sensitive resources (see also Public Use).	Fac 1.6:	Water Features. Maintain wells, fire hydrants, artificial ponds, and pipelines.	c) Maintain fire hydrants by lubricating and testing them every 6 months.	MA	every 6 months									
268	Facility Maintenance	Fac 1.0	Facility Management.	Manage structures/facilities to provide wildlife-dependent uses, while protecting sensitive resources (see also Public Use).	Fac 1.6:	Water Features. Maintain wells, fire hydrants, artificial ponds, and pipelines.	d) Maintain water level of the restored stock pond using water from nearest existing well. Use native flora to provide cover for training exercises.	MA	As-needed				4					
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			Subject	Statement														
270	Research and Monitoring	Mon 1.0	Scientific Research.	Provide opportunities for research to support adaptive management and provide useful biological information.	Mon 1.1	Identify data gaps and/or encourage research on species or ecosystem-level biology, design, management, and monitoring.		MO	On-going			24						
271	Research and Monitoring	Mon 1.0	Scientific Research.	Provide opportunities for research to support adaptive management and provide useful biological information.	Mon 1.2	Identify experimental design opportunities to be incorporated into habitat and species management, restoration, and/or reintroduction projects on the wildlife area.		SP	On-going			8						
272	Research and Monitoring	Mon 1.0	Scientific Research.	Provide opportunities for research to support adaptive management and provide useful biological information.	Mon 1.3	Facilitate access to students and researchers from local universities and colleges. Encourage research that supports the goals of this LMP.		OU	On-going			16	24					
273	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	a) State and Federally listed species. – USFWS focused species survey protocols for Quino checkerspot butterfly and California gnatcatcher.	MN/ MO	On-going		1	24						24
274	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	– Thornmint – utilize Department protocols for monitoring and population assessment.	MN/ MO	On-going		1	24						24
275	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	– A management and monitoring plan for Quino checkerspot butterfly (<i>Euphydryas editha quino</i>) and its habitats in San Diego County (Longcore et al. 2003).	MN/ MO	On-going		1	24						24
276	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	– Survey and monitoring report for the arroyo toad conducted in the MSCP study area (USGS in progress).	MN/ MO	On-going		1	24						24
277	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	b) MSCP covered species. – MSCP Monitoring Plan (Under prep, see also Ogden 1996; CBI 2001a and 2001b)	MN/ MO	On-going		1	24						24
278	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	c) Vegetation Communities. – California Native Plant Society - Rapid Assessment Protocol (CNPS 2005).	MN/ MO	On-going		1	24						24
279	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	– MSCP annual report. Includes information about post-fire habitat recovery monitoring conducted for the MSCP; photo points established near Rancho Jamul (County of San Diego 2006).	MN/ MO	On-going	2	2	40						
280	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	d) Sensitive Habitats. – Final report for Creating an Index of Biological Integrity for Coastal Sage Scrub: A tool for habitat quality assessment and monitoring (Diffendorfer et al. 2004).	MN/ MO	On-going		2	24						24
281	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	– Adaptive management for southern California grasslands (Chadden, A., E. Dowksza, and L. Turner 2004).	MN/ MO	On-going		1	24						24

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			Subject	Statement														
282	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	e) Rare Plants. Survey methods should be consistent with those used for the baseline biodiversity study (USGS 2004a).	MN/ MO	On-going		1	24						24
283	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	Although no rare plant monitoring protocol is available for the South County MSCP, see MSCP rare plant monitoring: field monitoring methods (City of San Diego 2005).	MN/ MO	On-going		1	24						24
284	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	f) Sensitive Wildlife. Habitat surveys and monitoring reports on bats, arroyo toad, and southwestern pond turtle throughout the San Diego MSCP study area (includes management recommendations) (County of San Diego u.d.).	MN/ MO	On-going		1	24						24
285	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	g) Dove and Quail – Annual censusing should follow national and California protocols.	MN/ MO	On-going		1	24						48
286	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	h) General Surveys. General wildlife surveys and non-native species surveys should be consistent with methods used in USGS (2004a).	MN/ MO	On-going		1	24						24
287	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	i) Wildlife movement. Wildcat Canyon Road Enhancement Project Before-After-Control-Impact Study. Final preconstruction report (EDAW 2005). Wildlife Corridor Monitoring Study, prepared for the Multiple Species Conservation Program (CBI 2003b).	MN/ MO	On-going		1	24						24
288	Research and Monitoring	Mon 2.0	Consistency with Appropriate Management and Monitoring Protocols.	When defining the details of the methodology for tasks in the Biological Element goal, use relevant, established protocols.	Mon 2.1	Use the following protocols as appropriate:	j) Adaptive management. Designing monitoring programs in an adaptive management context for regional multiple species conservation plans (USGS 2004b).	MN/ MO	On-going	1	1	24						
289																		
290	Fire Management	Fire 1.0	Pre-fire Fire Management.	Develop and implement pre-fire management measures to sustain ecosystem health and minimize impacts.	Fire 1.1	Meet biennially with CDF representatives to discuss fire-related issues relevant to HCWA. Map areas of concern and update map as needed.		MN	every 2 years		2	8						
291	Fire Management	Fire 1.0	Pre-fire Fire Management.	Develop and implement pre-fire management measures to sustain ecosystem health and minimize impacts.	Fire 1.2	Develop a wildfire management plan (WFMP). Review WFMP every 5 years, and update if needed.		D	every 5 years		2	16	24					
292	Fire Management	Fire 1.0	Pre-fire Fire Management.	Develop and implement pre-fire management measures to sustain ecosystem health and minimize impacts.	Fire 1.2	Develop a wildfire management plan (WFMP). Review WFMP every 5 years, and update if needed.	a) Assess road conditions and maintain road surfaces and width to allow access by wildland firefighting engines.	MO	As-needed				16					
293	Fire Management	Fire 1.0	Pre-fire Fire Management.	Develop and implement pre-fire management measures to sustain ecosystem health and minimize impacts.	Fire 1.2	Develop a wildfire management plan (WFMP). Review WFMP every 5 years, and update if needed.	b) Mow grasses and thin or reduce vegetation adjacent to public vehicle access to minimize risks of ignition.	MN	As-needed	8	8	8	8	80	40	80		160

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			Subject	Statement														
294	Fire Management	Fire 1.0	Pre-fire Fire Management.	Develop and implement pre-fire management measures to sustain ecosystem health and minimize impacts.	Fire 1.2	Develop a wildfire management plan (WFMP). Review WFMP every 5 years, and update if needed.	c) Address coordination needs with Caltrans and the Department for fuel management along SR 94, Honey Springs Road, and Rancho Jamul Drive.	MN	As-needed	1	24							
295	Fire Management	Fire 1.0	Pre-fire Fire Management.	Develop and implement pre-fire management measures to sustain ecosystem health and minimize impacts.	Fire 1.2	Develop a wildfire management plan (WFMP). Review WFMP every 5 years, and update if needed.	d) Incorporate plans for management of habitat through prescribed burns at specific locations.	MN	As-needed	1	40							
296	Fire Management	Fire 1.0	Pre-fire Fire Management.	Develop and implement pre-fire management measures to sustain ecosystem health and minimize impacts.	Fire 1.2	Develop a wildfire management plan (WFMP). Review WFMP every 5 years, and update if needed.	e) Incorporate methods for fire response that would consider effects on natural and cultural resources within HCWA.	MN	One-time	1	24							
297	Fire Management	Fire 1.0	Pre-fire Fire Management.	Develop and implement pre-fire management measures to sustain ecosystem health and minimize impacts.	Fire 1.3	Participate in preparing Community Wildfire Protection Plans (CWPPs) for areas that encompass HCWA.		MN	On-going	8	16							
298	Fire Management	Fire 1.0	Pre-fire Fire Management.	Develop and implement pre-fire management measures to sustain ecosystem health and minimize impacts.	Fire 1.4	Train a Department biologist to serve the role of resource specialist or agency representative through the Incident Command System.		MN	On-going	2	24							
299	Fire Management	Fire 2.0	Fire Suppression.	Conduct wildfire suppression activities in ways that sustain ecosystem health and processes, and minimize impacts.	Fire 2.1	Establish staging areas on roads and already-disturbed areas.		MN	On-going	1	8							
300	Fire Management	Fire 2.0	Fire Suppression.	Conduct wildfire suppression activities in ways that sustain ecosystem health and processes, and minimize impacts.	Fire 2.2	Prohibit bulldozer use within 100 feet of stream centers, in riparian areas. Avoid dropping retardant within 200 feet of any riparian areas.		MN	On-going		2							
301	Fire Management	Fire 2.0	Fire Suppression.	Conduct wildfire suppression activities in ways that sustain ecosystem health and processes, and minimize impacts.	Fire 2.3	Avoid bulldozer use within 100 feet of cultural resource sites, populations of listed plant species, and occupied Quino checkerspot butterfly habitat.		MN	On-going		2							
302	Fire Management	Fire 2.0	Fire Suppression.	Conduct wildfire suppression activities in ways that sustain ecosystem health and processes, and minimize impacts.	Fire 2.4	Coordinate fire suppression activities and cooperate with CDF and local fire districts (including the National Wildlife Refuge, BLM, and rural fire departments).		MN	On-going	1	2							
303	Fire Management	Fire 3.0	Post-fire Fire Management.	Conduct post-fire activities and erosion control to enhance natural plant recovery and succession, restore ecosystem health and processes, and minimize impacts.	Fire 3.1	Immediately after wildfire suppression activities, restore roads, fences, trails, and landscape contours to pre-fire conditions and mitigate for any damage (refer to Bio 1.2 and 1.4)		RE/MA	As-needed	2	8	24	24					
304	Fire Management	Fire 3.0	Post-fire Fire Management.	Conduct post-fire activities and erosion control to enhance natural plant recovery and succession, restore ecosystem health and processes, and minimize impacts.	Fire 3.2	Complete emergency watershed work as soon as possible and before the first heavy rainfall.		RE	As-needed	1	2	4		16				16

Appendix F

Operations and Maintenance Requirements to Implement the HCWA LMP

Item No.	Element	Code	GOAL		Code	Task	Subtasks / Action Items	Management Type*	Schedule	Sr. Biology Super. (Wildlife)	Assoc. Biologist	Wildlife Biologist	Wildlife Habitat Super. I	Wildlife Habitat Assist.	Tractor Oper. Laborer	Fish & Wildlife Tech.	Fish & Wildlife Interpret I / II	Scientific/Seasonal Aid
			Subject	Statement														
305	Fire Management	Fire 3.0	Post-fire Fire Management.	Conduct post-fire activities and erosion control to enhance natural plant recovery and succession, restore ecosystem health and processes, and minimize impacts.	Fire 3.3	Revegetate only in critical areas that are at risk for conversion to non-native habitats, or to reduce invasion of non-native, exotic plant species.		RE	As-needed	1	2							
306	Fire Management	Fire 3.0	Post-fire Fire Management.	Conduct post-fire activities and erosion control to enhance natural plant recovery and succession, restore ecosystem health and processes, and minimize impacts.	Fire 3.4	Repair culverts and stream crossings and restore drainage and road surfaces in areas damaged by firefighting activities and post-fire storm runoff.		RE/MA	As-needed	1	2	2	8		16			
307	Fire Management	Fire 3.0	Post-fire Fire Management.	Conduct post-fire activities and erosion control to enhance natural plant recovery and succession, restore ecosystem health and processes, and minimize impacts.	Fire 3.5	Monitor invasion of weeds in areas disturbed by fire activities and the effectiveness of erosion control methods, and take corrective actions as needed.		MO	As-needed		2	16						32
308																		
309	Management Coordination	Crd 1.0	Plan Revisions.	Collect and manage HCWA monitoring data in a manner that facilitates MSCP reporting and future LMP revisions.	Crd 1.1:	Standardize methods of data collection and data management.	a) Develop a protocol for data collection and data management, including geographic information system (GIS) data, to ensure consistency even if there is a personnel change in the Department.	D	One-time		24							
310	Management Coordination	Crd 1.0	Plan Revisions.	Collect and manage HCWA monitoring data in a manner that facilitates MSCP reporting and future LMP revisions.	Crd 1.1:	Standardize methods of data collection and data management.	b) Ensure that the protocol is consistent with the County's comprehensive MSCP database and reporting procedures.	D	One-time		24							
311	Management Coordination	Crd 1.0	Plan Revisions.	Collect and manage HCWA monitoring data in a manner that facilitates MSCP reporting and future LMP revisions.	Crd 1.2:	Prepare annual or semiannual status reports. Make data and reports available to CDFG and other agencies and possibly the public.		D	Annual	2	24							
312	Management Coordination	Crd 1.0	Plan Revisions.	Collect and manage HCWA monitoring data in a manner that facilitates MSCP reporting and future LMP revisions.	Crd 1.3:	Revise LMP every 5 years. Prepare appropriate CEQA documentation.		D	5 years	2	8							
313	Management Coordination	Crd 2.0	Regional Conservation Coordination.	Coordinate with all interested parties involved with conservation in the region to ensure consistency with regional planning efforts.	Crd 2.1:	Discuss conservation goals; threats; management, monitoring, restoration, and reintroduction; results of management tasks and scientific research; and potential future projects.	a) Meet with federal, state, and county agencies.	MN	On-going	16	16							
314	Management Coordination	Crd 2.0	Regional Conservation Coordination.	Coordinate with all interested parties involved with conservation in the region to ensure consistency with regional planning efforts.	Crd 2.1:	Discuss conservation goals; threats; management, monitoring, restoration, and reintroduction; results of management tasks and scientific research; and potential future projects.	b) Meet with NGOs.	MN	On-going	16	16							
315	Management Coordination	Crd 2.0	Regional Conservation Coordination.	Coordinate with all interested parties involved with conservation in the region to ensure consistency with regional planning efforts.	Crd 2.1:	Discuss conservation goals; threats; management, monitoring, restoration, and reintroduction; results of management tasks and scientific research; and potential future projects.	c) Meet with the scientific community and other land managers using adaptive management strategies.	MN	On-going	24	24							

Appendix F

Operations and Maintenance Requirements to Implement the HCWA LMP

Item No.	Element	Code	GOAL		Code	Task	Subtasks / Action Items	Management Type*	Schedule	Sr. Biology Super. (Wildlife)	Assoc. Biologist	Wildlife Biologist	Wildlife Habitat Super. I	Wildlife Habitat Assist.	Tractor Oper. Laborer	Fish & Wildlife Tech.	Fish & Wildlife Interpret I / II	Scientific/Seasonal Aid
			Subject	Statement														
316	Management Coordination	Crd 2.0	Regional Conservation Coordination.	Coordinate with all interested parties involved with conservation in the region to ensure consistency with regional planning efforts.	Crd 2.1:	Discuss conservation goals; threats; management, monitoring, restoration, and reintroduction; results of management tasks and scientific research; and potential future projects.	d) Meet with the public to provide them with an opportunity to ask questions and express concerns.	MN	On-going	24	24							
317	Management Coordination	Crd 2.0	Regional Conservation Coordination.	Coordinate with all interested parties involved with conservation in the region to ensure consistency with regional planning efforts.	Crd 2.2:	Coordinate with relevant regional plans, to ensure that management actions and reporting for HCWA are consistent.	a) Ensure consistency with South County MSCP subarea plan.	MN	On-going	2	8							
318	Management Coordination	Crd 2.0	Regional Conservation Coordination.	Coordinate with all interested parties involved with conservation in the region to ensure consistency with regional planning efforts.	Crd 2.2:	Coordinate with relevant regional plans, to ensure that management actions and reporting for HCWA are consistent.	b) Avoid conflicts with County of San Diego General Plan and Jamul/Dulzura Subregional Plan. Review and comment on proposed projects that may affect HCWA.	MN	On-going	2	8							
319	Management Coordination	Crd 2.0	Regional Conservation Coordination.	Coordinate with all interested parties involved with conservation in the region to ensure consistency with regional planning efforts.	Crd 2.2:	Coordinate with relevant regional plans, to ensure that management actions and reporting for HCWA are consistent.	c) Ensure that the County trails program and Jamul-Dulzura Community Trail and Pathway Plan are consistent with the goals of the LMP. Evaluate goals for trail placement as appropriate.	MN	On-going	2	16							
320	Management Coordination	Crd 2.0	Regional Conservation Coordination.	Coordinate with all interested parties involved with conservation in the region to ensure consistency with regional planning efforts.	Crd 2.2:	Coordinate with relevant regional plans, to ensure that management actions and reporting for HCWA are consistent.	d) Ensure that Otay River Watershed Management Plan (WMP) and Special Area Management Plan (SAMP) are consistent with goals of this LMP. Evaluate and implement watershed goals and policies as appropriate.	MN	On-going	1	8							
									Total Hours	503	2231	3084	1103	1912	980	1778	1032	6459
									No. of Personnel	0.26	1.16	1.61	0.57	1.00	0.51	0.93	0.54	4.31
									Grand Total Hours	19082								
									Grand Total No. of Personnel	10.88								

* D - Document, EN - Enhancement, LK - Linkage, MA - Maintenance, MN - Management, MO - Monitoring, OU - Outreach, RE - Restoration, SP - Special Project